

MYTH vs REALITY

Regulation 274

In 2013 the Ministry of Education asked independent researchers to examine the impact of Regulation 274 on school board hiring. The researchers' report dispelled many myths about the regulation.*

HERE'S WHAT THE RESEARCHERS FOUND:

MYTH

Regulation 274 forces principals to hire unqualified occasional teachers.

Regulation 274 interferes with school board policies to increase teacher diversity.

Regulation 274's hiring process based on qualifications and seniority is unfair to new graduates.

Experienced occasional teachers are less effective in the classroom than new graduates.

REALITY

There were NO instances of occasional teachers being hired for positions they weren't qualified for.

Regulation 274 had NO impact on hiring for diversity. Because it brings fairness to the hiring process, the regulation is actually consistent with diversity objectives in employment.

The transparency Regulation 274 brings to hiring, when properly implemented by school boards, makes the path to permanent employment clear to everyone, including new graduates.

The researchers noted that "research about teacher effectiveness shows that teaching experience matters – all other things being equal, teachers with more experience are better teachers."



Regulation 274 is an effective deterrent to nepotism and favouritism in the teacher hiring process in Ontario.



Because of Regulation 274, the hiring process is no longer about "who you know" – teachers are hired based on their qualifications and experience.

REGULATION 274 WORKS!

